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JUNIOR LEADERS



VOLUNTEER ADULTS

AREA OR COUNTY



COMMITTEE



DEVELOP LEADERS in

4-H

SEVERAL KINDS

PA-460

Federal Extension Service

U.S. Department of Agriculture

Develop Leaders in 4-H—

Several Kinds

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This booklet is written for county extension workers responsible for 4-H Club work. You'll learn ways to develop your own capacity as a democratic leader; and you'll discover how to help others develop their abilities as leaders.

"No task is more important today than the creation or cultivation of responsible men and women who are ready to accept the challenge and responsibility of leadership," says the Scope report. "Leadership . . . is developed or emerges in a specific situation to perform specific roles. Furthermore . . . leadership skills and understandings are learned and can be taught. People can learn . . . to assume leadership appropriate to their abilities."

To fulfill this challenge of developing people for leadership, including yourself, this picture story booklet covers—

- . . . you as the agent responsible for 4-H and your changing 4-H audience—the WHO in the first 4 drawings
- . . . 4 types of 4-H leaders and what you need to help teach them—the WHAT in the next 7 drawings
- . . . broad guides to help you start or improve the leadership development program in your county—the HOW in the last 3 drawings

We hope through these pages you'll find zeal and know-how to develop others and yourself to the fullest as 4-H leaders and as leaders in the community.

Most of us come to our job as County Extension Agent from college training in agriculture and home economics. Our background has been technical training in specific subject matter . . . mostly the C's such as crops, cows, clothing, canning, cooking, cotton.



In the early days of Extension work we were sent to a county to improve farming and family living by using farm boys and girls.



Times gradually changed though. Instead of *using young people* to improve agriculture, we gradually shifted to *using agriculture* to improve young people. We also find we now work with all kinds of young people, not just farm boys and girls. Our society and our agriculture have changed over the years too. We're now using information from an expanded land-grant college to teach better farming and family living to all people more effectively than ever. And development of the individual boy or girl remains the prime goal of the extension youth program.



All these demands make any extension agent feel like he or she is running some unfair race trying to keep up with

- ... advancing technology
- ... more youth needing information
- ... greater variety in their interests
- ... more personalized and detailed information
- ... interrelatedness of youth, technology, agriculture and society
- ... improved communications methods
- ... others you can probably add.

What's the answer? From looking at ourselves and our audience—the WHO—let's turn now to examine WHAT—4 types of 4-H leaders and what you need to help them teach.



What can you do? Take advantage of inservice and graduate training programs that go beyond the former C's of crops and cooking. To these, add new C's like child development, communication, community development, and citizenship education.

You will grow as you become more competent in these new C's. You will have new knowledge, attitudes and skills. You will want to work thru leaders. The extension service will provide greater opportunity to work this way and will recognize agents who do.

*It will take **PROFESSIONAL WORKERS** with...*

KNOWLEDGE

ATTITUDE

MOTIVATION

SKILLS

OPPORTUNITY

RECOGNITION



*to develop **LEADERSHIP***

Volunteer leadership is the heart of any county 4-H or Extension program. *Developing leaders means more than just training. It includes seeking, identifying, recruiting, challenging, training, teaching, servicing and thanking people.* The most successful extension agents develop each of these steps for the kind of leadership needed.

Here now are four types of 4-H leaders.



First, junior leaders. Leadership development should start when a boy or girl joins a 4-H Club...simple tasks like leading the pledge of allegiance to the flag. Later the process usually becomes formalized as junior leadership with teenage members.



Second, adult volunteer leaders in each community are your key people. You have new leaders (just beginning) and experienced ones with two or more years in club work. Each group may include three kinds of local leaders—organizational, project or activity, and one special meeting... six groups in all. New leaders need different help from experienced ones. Project leaders need different help than organizational leaders. You may need a variety of leadership programs to help each of the six groups.



Third, area or county leaders help other leaders in subject matter or organization. One such leader may teach or train 4, 15, even 100 local leaders in part or all of one county—or even over several counties. A public utilities home economist may teach 35 volunteer women leaders about new oven meals. Then they offer these recipes and easier work methods to 4-H girls taking foods projects. Area or county leaders teach local leaders what and how to teach 4-H'ers. Some aid in organizational work. Either way, this method broadens your influence as an extension agent.

AREA OR COUNTY LEADERS



Fourth, besides individuals, groups provide leadership too. Supporting committees of all kinds in the community and county each provide different help and leadership. County planning, policy, camping, and leader training committees are examples where a committee can exert positive leadership for 4-H Club work. You need to help these groups gain the necessary information and tools to function. People on these committees will need special orientation, training and recognition.

COMMITTEES ...

PLANNING
WORKING
ADVISING
ORGANIZING



All leaders need help—junior or adult; new or experienced; organizational, project, or one special meeting; one person or a committee. You can assist any of these leaders in several appropriate ways, as shown here. Such help builds better 4-H leaders; they in turn are better able to help boys and girls develop more fully into responsible citizens.

- **Personal Assistance**
- **Training Meetings**
- **Written Material**
- **Teaching Aids**
- **Association with Other Leaders**

**WILL GIVE
VOLUNTEER
LEADERS**

IDEAS



ENCOURAGEMENT

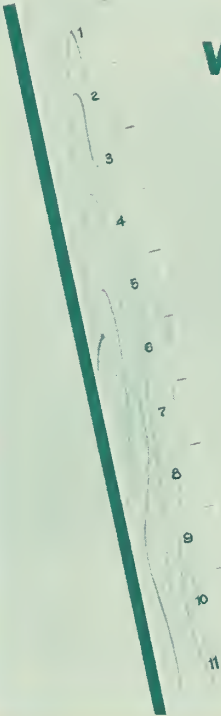


KNOW-HOW



We move now from the WHAT of 4-H leadership to HOW. We can measure progress in 4-H leadership development—progress in program or in leaders or both. And we'll never know where we're going without some measuring stick.

We Measure...

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- 1 Increase in opportunities to serve as LEADERS**
 - 2 Increase in number of persons serving as LEADERS**
 - 3 Longer tenure of LEADERS**
 - 4 Improvement in LEADERSHIP skills and understanding**
 - 5 Greater Acceptance of 4-H CLUB LEADERSHIP by local people**

To make any progress though, we need Extension agents who believe certain steps are possible and practical in developing 4-H leaders. They not only believe, but carry out these steps.

We Believe ...

People ... are available

... are benefited

... want to improve

**LEADERSHIP
DEVELOPMENT ... is gradual**

... is continuous

**... needs higher
priority**

Where to start? Commit yourself first and then do something specific to aid the volunteer leader. First we agree on the importance of developing 4-H leadership and determine to invest some time. Carry out these decisions and almost surely you'll help leaders more effectively—new, junior, or both. Also, we must start a longtime plan to develop total potential 4-H leadership to the fullest.

Your land-grant college and State 4-H staff can help you. Available USDA leaflets: PA-359, Help 4-H Local Leaders and PA-395, Let's Strengthen Our Local Leader Training. Others are being prepared.

All power to you!



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